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Why do girls pimp girls?

With a trial set to delve into a teen prostitution ring in Ontario, police find both perpetrators and victims of human trafficking are younger than you think PAGE 6

INDIANA WHO?

HARRISON FORD TALKS TO METRO ABOUT HIS ROLE IN THE JACKIE ROBINSON BIOPIC 42, AND ABOUT HIS VIEWS ON EQUALITY FOR ALL PAGE 9

A worker on the steps of the Saskatchewan legislature clears away snow on Sunday after another snowy weekend.

JEFF MACKEY/METRO

Winter weather wallops Sask. over weekend

Sunday, bloody cold Sunday. Temperatures still well below average, and here to stay

MORGAN MODJESKI
Metro in Saskatoon

Don't like the April chill? You'd better get used to it.

After Saskatchewan was walloped by wintry conditions again this past weekend, a weather expert says the cold won't disappear any time soon.

Temperatures in the province's major cities remain well below normal, as the high for Regina on Sunday was expected to reach -1 C, nine degrees lower than the historical average of about 8 C for that date.

Saskatoon also reported temperatures well below the historical average, as the high expected on Sunday was -3 C, a 10-degree dip from the normal 7 C for this time of year.

Saskatoon and Regina also got light sprinklings of snow on Sunday, as both cities saw approximately two centimetres of the winter white stuff.

Larry Romaniuk, a meteorologist and retired Environment Canada forecaster, predicts that the cold weather will stick around well into April.

"The prevailing direction of the winds at higher levels has been from the north and the west, drawing in that colder air — and that kind of pattern can stay with us and stagnate," Romaniuk said from Winnipeg.

He continued: "It's been kind of an unusual situation in this case, where it has been below normal. But at the same time, above-normal snowfall. Because usually it gets cold and dry, but not this time."

Romaniuk explained that Saskatchewan will eventually warm up, but not as soon as many would like.

"Quite often," he added, "these types of patterns can stay locked over a certain portion of North America for long periods of time."

Record highs for both cities remain a long way from current temperatures. The record high for Regina on April 7 is 23 C, set in 1900, and Saskatoon's highest temperature for that date, also about 23 C, was reached in 2005.

NEWS 1

$100,000. Hockey volunteer honoured for work

Keeping a hockey rink running can sometimes be a thankless job, but, with the help of his community and Kraft Canada, one hockey volunteer has earned some national recognition.

Grant Berger
SUPPLIED

Kraft Hockey Goes On is a contest in which nearly three million Canadians vote for hockey community heroes, and compete for a total of more than $1 million in donations to their local hockey associations.

One of the five $100,000 grand prize winners is from Central Butte, Saskatchewan.

Grant Berger, 46, has been highly involved in almost every aspect of running Central Butte's arena.

"He is awesome, our rink wouldn't survive without him. And I just thought this was a great way to honour him for all that he does," said Chandra Erickson, who nominated Berger.

The money from Kraft goes to the local hockey association to put toward the rink and the sport of hockey.

"The bottom message is that it's a great day for youth when you get $100,000 to put toward programs and build on what we have," said Berger.

Berger hopes the money will go towards opening the rink a month earlier to allow some extra power-skating training for kids as well as expanding the girls' hockey program. JEFF MACKEY/METRO

Crime. Suspect arrested after shots fired at house

Regina police have arrested a 26-year-old man and charged him with numerous firearm offences and possession of marijuana.

Police were dispatched to Orchard Crescent in the city's south end on Saturday at 8:45 a.m., and found several bullet holes in the side of a house. Shots had also been fired through a front window. The person who contacted police said sounds of what could have been gunshots had been heard at about 11:30 the night before, but did not call police until the following day.

Occupants of the house — who were at the residence during the shooting — were not injured by the shots, which police said had come from a small-calibre rifle fired from in front of the home.

An investigation led to the arrest of Matthew Mayer on Queen Street.

Mayer is charged with nine offences, including discharging a firearm with intent, possession of a restricted firearm and possession of marijuana for the purpose of trafficking. JEFF MACKEY/METRO

Hungry? Your dinner could be just a click away

SkipTheDishes.ca. Saskatoon-based company is hoping locals will want to order food online

ROSS ROMANIUK
ross.romaniuk@metronews.ca

It's bringing Regina's great tastes a little closer to the diners who love them.

A centralized online restaurant-ordering service is starting up in the city this week, making the menus and offerings of a huge range of local eateries far more accessible to the public.

And the best benefit provided by Skip The Dishes, according to a restaurateur signing on, is convenience for the businesses and their customers.

"It's a different way to order. It's easier," said Trevor Desjarlais, general manager at Last Straw Brew Pub.

"I see it as reaching more people."

Last Straw is among dozens of Queen City establishments that have wasted no time getting on board with SkipTheDishes.ca, a website run by the Saskatoon-based company that was launched last fall and is proving successful there, as well as in Winnipeg and Red Deer, Alta.

Skip The Dishes provides a comprehensive online listing of restaurant menus, and allows customers — who punch in their postal codes to order — a simple and streamlined process to get takeouts and deliveries.

Jeff Adamson, Skip The Dishes' vice-president of sales, said it's also about "levelling the playing field" for independent restaurants that can't otherwise compete with big-budget national chains that use advanced online platforms.

Through the new service, he noted, many eateries will be able to do home deliveries that they hadn't tried previously.

"They can choose at their leisure, they can take their time and order online," he said of home customers. "All the customer has to do is sit back, relax and wait for the food to arrive."

Trevor Desjarlais, general manager at Last Straw Brew Pub, says the Skip The Dishes online-ordering system will bring convenience to Regina restaurants and their customers. ROSS ROMANIUK/METRO

Airstrike by U.S.-led coalition kills 11 children: Local officials

Afghanistan. Interior Ministry says U.S.-led coalition killed six Taliban in operation

A fierce battle between U.S.-backed Afghan forces and Taliban militants in a remote corner of Afghanistan left nearly 20 dead, including 11 Afghan children killed in an airstrike and an American civilian adviser, Afghan officials said Sunday.

The U.S.-led coalition said it was assessing the incident but could not confirm that civilians were killed.

It also stressed that the airstrikes were requested by international forces. A strike in the same area, which killed 10 civilians last year, prompted Karzai to ban his forces from requesting coalition airstrikes.

Officials said the airstrike occurred after a joint U.S.-Afghan force faced hours of heavy gunfire. The country's Interior Ministry said six Taliban were killed in the battle.

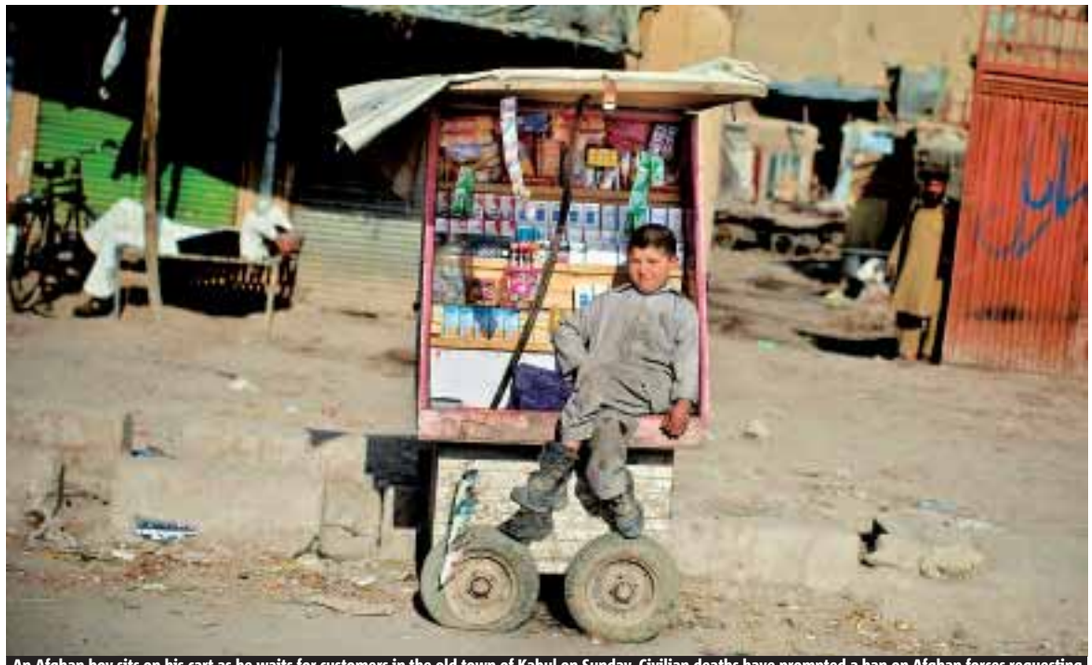
The remote area is one of the main points of entry for insurgents trying to move across the border from Pakistan, where they enjoy refuge in the lawless northwest.

The battle unfolded on Saturday, the same day that a total of six Americans were killed in attacks. The deaths capped one of the bloodiest weeks of the nearly 12-year-old war. On Wednesday, insurgents ambushed a courthouse in the west, killing more than 46 people. THE ASSOCIATED PRESS

Fighting season

The fighting along a main Taliban infiltration route from Pakistan on Saturday showed a surge of hostilities as Afghanistan's spring fighting season gets underway.

- **Test.** This year's will be closely watched because Afghan forces will have less support from the international coalition.



An Afghan boy sits on his cart as he waits for customers in the old town of Kabul on Sunday. Civilian deaths have prompted a ban on Afghan forces requesting airstrikes. ANJA NIEDRINGHAUS/THE ASSOCIATED PRESS

Toronto. Police say four women sexually assaulted teen male in parking lot

Police are searching for four women, all in their 30s, after a 19-year-old male was allegedly sexually assaulted in a downtown parking lot in Toronto on Saturday night.

The victim met the suspects at a nightclub in the city's entertainment district, Toronto police say. He left the club with the women after they offered him a ride home.

According to police, the 19-year-old was driven to a parking lot where he was allegedly sexually assaulted by all four suspects.

The victim was released after the attack, and the women fled in a silver Honda SUV.

All suspects are described as white and between 30 and 36. They were last seen wearing short black dresses and high heels.

TORSTAR NEWS SERVICE

Justin Trudeau dominates buzz as Liberal leadership vote begins

Liberals have begun casting ballots to choose a leader they hope will guide them out of the political wilderness.

Voting began shortly after the six contenders made their final sales pitches at a national showcase on Saturday.

Some 127,000 Liberal party members and supporters are eligible to vote. The results will be announced next Sunday.

The outcome has been widely seen as a foregone conclusion since Justin Trudeau first launched his campaign.

Trudeau's entrance, accompanied by music and throngs of chanting supporters, was in stark contrast to the others' subdued demonstrations.

The front-runner used his final pitch to launch a pre-emptive strike against the Conservative attacks that are inevitably coming if he wins.

"I know there are those who say this movement we're building is all about nostalgia. ... Let's face it, they say that it's about my father," Trudeau said, referring to former prime minister Pierre Trudeau.

"Well, to them I say this: It is. It is about my dad. ... It's about all our parents and the legacy they left us, the country they built for us," he said.

None of his rivals made any direct attacks on Trudeau, whose supporters dominated the crowd. THE CANADIAN PRESS

Justin Trudeau THE CANADIAN PRESS

Montague, P.E.I.

Teen accused of texting and driving in rollover crash

An 18-year-old man is facing charges after he lost control of his vehicle while allegedly texting and driving on Prince Edward Island early Saturday.

Police say five teens had just left a house party in the Montague area when the driver became distracted while texting and left the road, striking a culvert and causing the vehicle to roll several times.

All of the vehicle's passengers received minor injuries, but none needed to be hospitalized.

The Mounties say alcohol played a role, but the driver's blood-alcohol level was not enough to warrant a charge. THE CANADIAN PRESS

Federal budget

Cuts hurting access to info: Watchdog

Cuts to the federal budget may be disrupting citizens' right to information about the government, a parliamentary watchdog warns.

Suzanne Legault, Canada's information commissioner, says her office has seen a sharp rise in complaints about departments taking too long to answer requests under the Access to Information Act.

The increase is likely linked to budget cuts that will remove 19,200 public servants from the federal workforce by 2015, Legault says in a new report.

Legault's office is itself caught in the same budget squeeze, with funding reduced by five per cent as the number of complaints rises. THE CANADIAN PRESS

New York City

Payphones turned into time machines

Want to journey to a grittier time in New York City, when the murder rate was sky-high and Times Square was a crossroads of crime and pornography?

A project designed to promote an art exhibit has turned 5,000 Manhattan payphones into time machines that take callers back to 1993, a pivotal year in the city's art, culture and politics.

Pick up a receiver on the rarely used phones that still dot the streets, punch 1-855-FOR-1993 and you will hear a notable resident recounting what life was like on that block 20 years ago.

The exhibit and accompanying pay phone campaign run through May 26. THE ASSOCIATED PRESS

Tunis, Tunisia

Activist in hiding after threats

A 19-year-old Tunisian who bared her breasts and taunted Muslim hard-liners said this weekend that she now fears for her life and wants refuge abroad. Known only as Amina she appeared in photos on Facebook last month with the words "My body belongs to me" on her bare chest — a bold act in a Muslim country led by an Islamist party. Amina is in hiding after reportedly receiving death threats.

THE ASSOCIATED PRESS

British Columbia

Fake weapons startle some

Relax, folks: Those "loaded" U.S. nuclear missiles being shipped around Vancouver Island by train aren't real and are just movie props.

They were used for a reboot of the Godzilla movie franchise, filmed on Vancouver Island.

But Nanaimo resident Liz Halloran says seeing them was strange and disconcerting because the missiles looked real and actually said "loaded."

THE CANADIAN PRESS

Gaza

Fundamentalist cops beat and shave young men

A rights group says police in Hamas-ruled Gaza are arresting, beating and shaving the heads of young men who sport what they consider "indecent" hair styles.

Witnesses say those targeted wore their hair long or styled into spikes. Hamas has been imposing fundamentalist Islam.

THE ASSOCIATED PRESS

Egypt

Sectarian clash

One person has been killed by birdshot and 21 were injured in clashes near Cairo's main Coptic cathedral. Christians were staging a march when a mob described as locals threw firebombs and rocks. THE ASSOCIATED PRESS

N. Korea may stage missile launch this week: S. Korea

Pyongyang. North says it can't guarantee safety of diplomats beginning Wednesday; they want concessions, says South

A top South Korean national-security official said Sunday that North Korea may be setting the stage for a missile test or another provocative act with its warning that it soon will be unable to guarantee diplomats' safety in Pyongyang. But he added that the North's clearest objective is to extract concessions from Washington and Seoul.

North Korea's warning last week followed weeks of war threats and other efforts to punish South Korea and the U.S. for ongoing joint military drills, and for their support of UN sanctions over Pyongyang's Feb. 12 nuclear test. Many nations are deciding what to do about the notice, which said their diplomats' safety in Pyongyang cannot be guaranteed beginning this Wednesday.

Tensions between Seoul and Pyongyang led South Korea's Joint Chiefs of Staff to announce Sunday that its chairman had put off a visit to Washington.

The U.S. military said its top commander in South Korea had also cancelled a trip to Washington.

The South Korean defence minister said Thursday that North Korea had moved a missile with "considerable range" to its east coast, possibly to conduct a test launch.

His description suggests that the missile could be the Musudan missile, capable of striking American bases in Guam with its estimated range of up to 4,000 kilometres.

Citing North Korea's suggestion that diplomats leave the country, South Korean President Park Geun-hye's national-security director said Pyongyang may be planning a missile launch or another provocation around Wednesday, according to presidential spokeswoman Kim Haing.

THE ASSOCIATED PRESS

At the border village of Panmunjom a man hangs a ribbon in hope of reunification. LEE JIN-MAN/THE ASSOCIATED PRESS

U.S. diplomat died doing what she loved, family says

Anne Smedinghoff had a quiet ambition and displayed a love of global affairs from an early age, joining the U.S. Foreign Service straight out of college and volunteering for missions in perilous locations worldwide.

So when the 25-year-old suburban Chicago woman was killed Saturday in southern Afghanistan — the first American diplomat to die on the job since last September's attack in Benghazi, Libya — her family took solace in the fact that she died doing something she loved.

"It was a great adventure for her.... She loved it," her father, Tom Smedinghoff, said on Sunday. "She was tailor-made for this job."

Smedinghoff died when the group she was travelling with was struck by an explosion in southern Zabul province. They were en route to donate textbooks to students. A civilian employee with the U.S. Defence Department and three U.S. soldiers were also killed in the attack.

Anne Smedinghoff, 25, was killed Saturday. T. SMEDINGHOFF/THE ASSOCIATED PRESS

Smedinghoff was an up-and-coming employee of the State Department who garnered praise from the highest ranks.

She was to finish her Afghanistan assignment as a press officer in July.

Already fluent in Spanish, she was gearing up to learn Arabic first for a year in the U.S. and then in Cairo, before a two-year assignment in Algeria. American Secretary of State John Kerry said Sunday that Smedinghoff was "vivacious, smart" and "capable." She assisted him during a recent visit.

THE ASSOCIATED PRESS

Talks. We'll 'never stop' our uranium-enrichment program: Iranian official

A top Iranian lawmaker declared Sunday that Iran will never halt its nuclear-development program, a day after the latest round of international talks failed to reach agreement on the issue.

Alaeddin Boroujerdi said the talks were "considered effective and a step forward," but, he added, "the Islamic Republic of Iran will never stop uranium-enrichment activities."

However Boroujerdi, who heads a parliamentary committee on national security and foreign policy, said that the talks should continue.

He was quoted by the ISNA news agency.

Western powers are concerned that Iran may move toward production of nuclear weapons.

Iran denies that, insisting that its program is peaceful.

World powers have repeatedly demanded that Iran close down its Fordo underground uranium enrichment plant that is enriching uranium up to 20 per cent. Uranium that is enriched to 90 per cent can be used in weapons.

The UN has enacted sanctions against Iran. "If one day the (Iranian) administration decides to close down Fordo, the parliament will oppose the decision," Boroujerdi said.

THE ASSOCIATED PRESS

Iran's 'natural right'?

Ali Akbar Velayati, an adviser to Iran's Supreme Leader Ayatollah Ali Khamenei, blamed the West for failure at the weekend talks in Almaty, Kazakhstan.

- "The talks showed that the West is not honest in its remarks," Velayati told reporters.
- He added the West must "acknowledge Iran's natural rights" to enrich uranium.

Genocide label mars Turkey trade talk

Hindrance.
Ambassador to Canada says our nation's position on Armenian slaughter is a point of contention

Turkey's ambassador to Canada says the Harper government's decision to brand the killing of Armenians by Ottoman Turks as genocide may be hindering a potentially lucrative trading relationship.

Ambassador Tuncay Babali made clear in a wide-ranging interview with The Canadian Press that Canada's position on the First World War-era slaughter of an estimated 1.5 million Armenians still carries a sting for his country.

But that doesn't mean Turkey doesn't want to press on with forging a deeper economic relationship with Canada, ideally a free-trade agreement to complement the current Canada-EU free-trade talks once they are completed, he said.

"I'm a true believer in the potential of our two nations. Canada has a lot to offer Turkey, and Turkey in return has a lot to offer Canada," said Babali, noting that Canada's internal Foreign Policy Plan has identified Turkey as a key country of focus. "It cannot be business as usual while accusing a nation of genocide. It's a serious allegation. It needs to be substantiated, legally, historically," he added.

THE CANADIAN PRESS

Relations

- **Slow going.** Turkey's ambassador Tuncay Babali said he suspects Canada is not engaging as quickly as Turkey would like because the genocide issue is still hanging over relations. "There is a pacing issue here," he said. "We want results. We want action. We want concrete steps forward. Talking about positive things is OK, but it takes two to tango."

Arrests made in deadly building collapse

Police say they've arrested nine people, including builders, police officers and municipality officials, for colluding to illegally construct a residential building in India's financial capital that collapsed, killing 74 people.

Police commissioner K.P. Raghuvanshi says two builders were arrested for allegedly paying bribes to police and municipality officials to construct the eight-storey building in the Mumbai suburb of Thane without any official sanction.

The building came crashing down on Thursday in the country's worst house collapse in recent decades. Raghuvanshi said Sunday that police will formally charge the nine with culpable homicide and causing death by negligence at the end of an investigation into the accident.

If convicted, they can be sentenced to up to life in prison. THE ASSOCIATED PRESS

Nine people have been arrested in connection with an illegally constructed building that collapsed near Mumbai.
THE ASSOCIATED PRESS

Pakistan

Musharraf OK'd for run at parliament

Pakistan's former military ruler Gen. Pervez Musharraf was given approval Sunday to run for parliament next month. Musharraf, who seized power in a military coup in 1999 but was forced to step down nearly a decade later was greeted last month by only a couple of thousand people at the airport in the southern city of Karachi when his plane landed from Dubai. The lacklustre welcome was a sign, many analysts say, of how little support Musharraf has.

Opponents have filed objections against Musharraf, alleging he violated the constitution by overthrowing an elected government in 1999. The impact of Musharraf's party in the May 11 election is expected to be minimal. THE ASSOCIATED PRESS

Egypt

Mubarak faces corruption probe

Egypt's state news agency says the country's top prosecutor has ordered a new investigation into corruption allegations against ousted President Hosni Mubarak, a move that will keep him detained during his upcoming retrial.

The 84-year old Mubarak heads to court April 13 over his alleged complicity in the killing of hundreds of demonstrators during the protests that ultimately forced him out of office in February 2011.

An Egyptian appeals court had overturned in January Mubarak's life sentence, citing shoddy procedures and ordering the retrial.

Mubarak, in detention since April 2011, is currently held in a military hospital due to poor health.

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Human-trafficking trial set to begin

Ottawa. Three teen girls charged with assaulting, robbing other teens, and forcing them into prostitution

JESSICA SMITH
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A human-trafficking and prostitution trial set to begin in Ottawa youth court on Monday is expected to shed light on how police came to accuse girls as young as 15 of running a prostitution ring.

Ottawa police say the female victims were lured online by the accused to social events, then taken to an Ottawa Community Housing unit. There, police allege, the girls were assaulted, threatened and driven to another location and forced to perform sex acts with johns.

Two of the accused were 15 and one was 16 at the time of the alleged crimes last year. They are charged with human trafficking, procuring for prostitution, forcible confinement, robbery, assault and uttering threats.

The victims were 13 to 17 years old at the time. The first victim was sexually assaulted and robbed of her iPod, clothing, makeup and bag between May 16 and 19, court documents allege.

The second victim was trafficked on May 30 to 31, court documents say. The youngest victim, aged 13, was the last. She was allegedly trafficked by the girls on June 3.

The mother of one of the victims told Metro after the arrests last year that the accused teen girls offered her daughter a chance to become a prostitute. After she refused, they turned their sights on her.

"They said you can be an escort and make lots of money," said the woman, who, to protect her daughter's identity, cannot be named. "She asked them, 'Isn't that when you have sex for money?' and they said, 'Yeah, you can make a lot of money.' She said, 'No, I don't do that,' and it escalated after that.

"As simple as that, and then they turned," she said. "There was three against one."

The woman said her daughter is still terrified after being robbed, beaten, held for hours, forced into an encounter with a john and threatened repeatedly with having her throat slit.

"She beat my daughter mercilessly in the face and the nose, kept punching her over and over again," she said of one of the accused.

Her daughter was confined, but escaped and came home, she said.

The bigger picture

- Public Safety Canada defines human trafficking as "recruitment, transportation, harbouring or exercising control, direction or influence over the movements of a person in order to exploit that person." Many victims are forced into prostitution; others are forced into labour.
- About 90 per cent of Canadian human-trafficking charges are domestic and don't involve people crossing international borders.
- Between 2001 and 2011, police forces across the country laid 31 charges against young offenders (under 18) for living off the avails of prostitution and procuring for prostitution.
- It's rare for a minor to be charged with human trafficking.

A young woman works the corner of Gerrard and Jarvis streets in downtown Toronto. Police say that the victims and perpetrators in human-trafficking cases are often surprisingly young.
TONY BOCK/TORSTAR NEWS SERVICE FILE

Coercion. Cops seeing young victims, victimizers

Victims and perpetrators in human-trafficking cases are often younger than anyone would like to believe, says a detective who specializes in prostitution cases.

Det. Mark Benallick works in the special-victims section of the Toronto police force. His officers lay a human-trafficking charge, which carries a maximum prison sentence of 14 years, when they see a victim being controlled and exploited through threats and coercion.

Mark Benallick

"We're finding a lot more of these occurrences where it's younger people, under the age of 18, even 16, who are being victimized and turned out to work in the sex-trade industry," he said.

"The people who are exploiting them aren't much older," he added. "I guess the stereotype that a lot of people think of is of somebody much older, savvy to the business and knows how to play the game. But it's young people who are realizing just how lucrative prostitution can be."

Most of the prostitution-related trafficking in Ontario is domestic, he said. "It's happening right here. One day they're posting on the Internet out in Kingston and then the next day they're in Barrie. You can follow that trail."

Benallick cites the case of a 16-year-old girl accused of delivering two girls she was living with in a group home to a prostitution ring in Toronto. The courts will take her situation and age into account, he said.

"But there comes a time where you have to make choices, and now you've crossed a line: Maybe you're not so much a victim anymore; you're choosing to victimize someone else."

The full effect of human-trafficking laws remains a grey area, since some major cases are still working their way through the courts.

"The human-trafficking charges have only been around since 2006. It's building. With every year, there are new cases that go through the system that build the case-law base that we have," he said. JESSICA SMITH/METRO

Female violence rooted in family dysfunction

Girls pimping girls not new: Researcher

It's not uncommon for girls to become pimps and to force or procure other young girls into prostitution, says a professor who researches violence among girls.

Sibylle Artz, former director of the School of Child and Youth Care at the University of Victoria, began researching violent girls in the 1990s and also studied the case of Reena Virk, a 14-year-old girl who was beaten and murdered by teenagers near Victoria in 1997.

In the wake of the Virk case, Canadians were searching for answers for how girls could be so aggressive and violent. Artz's research offers some explanations.

"In talking about prostitution, we're talking about the power over other peoples' bodies," she said.

Girls who pimp out other girls typically come from deprived backgrounds and family problems, where unhealthy views about women mean they are quickly turned into sex objects, Artz said.

"The whole idea that a woman is a sexual commodity is very clearly spelled out in the minds of those among whom these girls live," she said. "They see that one way to become powerful and in control is to be the person who is the perpetrator rather than the victim."

Boys who pimp often follow a similar path.

"It's a terribly sad story," she said. "But it's a reflection on some level of the propensity to see girls and young women as saleable commodities."

When the public is scared or shocked upon learning about young girls committing acts of violence, it's a good thing, she said.

"I'm glad we're shocked. That we are shocked is an indication that this is something we don't hold as a norm. What we have to figure out is how to help these girls, and certainly we have to figure out how to help their victims." JESSICA SMITH/METRO

Was B.C.'s Bollywood bash a good investment?

Indian actors Abhishek Bachchan, left, and Aishwarya Rai were among the Bollywood stars bringing glamour to the red carpet at the inaugural Times of India Film Awards at Vancouver's BC Place on Saturday night. The three-day celebration of South Asian film, dance and music was hosted and promoted by the B.C. government for $11 million in hopes of boosting trade and tourism with India. Despite B.C. Premier Christy Clark's claim that 400 million people watched the event, organizers said it has not yet been broadcast in either Canada or India. JENNIFER GAUTHIER/FOR METRO IN VANCOUVER

Student editing help gets Wikipedia crabby

'Anyone can edit'? Online encyclopedia isn't quite as keen on crowdsourced content as previously thought

A recent dust-up between Wikipedia and Canada's largest university raises questions about how collaborative the popular website that bills itself as "the free encyclopedia that anyone can edit" truly is.

The online information portal recently took a professor from the University of Toronto to task for one of his classroom assignments.

Steve Joordens urged the 1,900 students in his introductory psychology class to start adding content to relevant Wikipedia pages. The assignment was voluntary, and Joordens hoped the process would both enhance Wikipedia's body of work on psychology while teaching students about the scientist's responsibility to share knowledge.

Psych 101: Part of Wikipedia's entry on psychologist Abraham Maslow. SCREENGRAB/WIKIPEDIA

But Joordens's plan backfired when the relatively small contingent of volunteer editors that curate the website's content began sounding alarm bells. They raised concerns about the sheer number of contributions pouring in from people who were not necessarily well-versed in the topic or adept at citing their research.

Discussions in the Wikipedia community became very heated with allegations that articles were being updated with erroneous or plagiarized information. Some community members called for widespread bans on university IP addresses and decried the professor's assignment as a needless burden on the community.

Joordens issued a statement defending his students, saying only 33 of the 910 articles edited were tagged for potential problems. But he also acknowledged that he did not understand the limited scope of the Wikipedia editorial community, which boasts a few thousand members compared to the more than 488 million people who visit the site every month. THE CANADIAN PRESS

Too many cooks

"I assumed that the current core of editors was extremely large and that the introduction of up to 1,000 new editors would be seen as a positive."

University of Toronto professor Steve Joordens

RBC faces customer backlash over report on foreign workers

The Royal Bank of Canada was scrambling to explain its hiring practices to customers Sunday after a media report claiming the bank was employing foreign workers to replace Canadian staff prompted a flood of outrage.

Canada's largest bank said it has not hired foreign workers to take over the job functions of current employees, but said it uses external suppliers as one of its strategies to improve "operational effectiveness."

It also said it would be "working diligently to find suitable roles for those affected," but did not immediately respond to questions asking which of its employees were affected and in what way.

RBC said it planned to discuss the situation with government officials. That wasn't enough to placate a number of Canadians who took to the Internet to express their anger at what many called unfair hiring practices. RBC was trending on Twitter in Canada Sunday afternoon.

"Bad move @RBC I've been thinking about switching, thanks for making decision easy for me," tweeted one man.

"What is wrong with you @RBC-Canada," tweeted another. "Making Canadians lose their jobs ... I will switch banks, if not corrected."

The bank's move to clarify its hiring strategies came after a CBC News report that quoted a Toronto employee working in IT systems support for RBC Investor Services who said he and dozens of others were losing their jobs to temporary foreign workers. Dave Moreau told the public broadcaster that he and others are being made to train the new workers who will be taking their jobs.

CBC said the foreign workers are employed by iGate Corp, a multinational outsourcing firm. The company's website says it has offices that provide services for RBC in India.

Human Resources Minister Diane Finley issued a statement saying the RBC situation is unacceptable if it is true.

THE CANADIAN PRESS

Online outrage

- On Facebook, a Boycott Royal Bank of Canada group, which had over 1,500 "likes" by Sunday evening, called on customers to voice their discontent by writing to the prime minister and his cabinet.

RBC says it has not hired foreign workers to take over the job functions of current employees. THE CANADIAN PRESS FILE

Providence, R.I.

Empty 'Superman building' is symbol of economic slide

Rhode Island's tallest building will soon be the most visible symbol of the state's long economic decline.

The 26-storey Art Deco-style skyscraper, known to some as the "Superman building" for its similarity to the Daily Planet headquarters in the old TV show, is losing its sole tenant this month. It will no longer be fully lit at night, if at all, its owner says. It's a blow for the city and the state, which had 9.4 per cent unemployment in February and has had one of the worst jobless rates in the U.S. for years.

THE ASSOCIATED PRESS

Jerusalem

Hackers target Israeli websites

A weekend cyberattack campaign targeting Israeli government websites failed to cause serious disruption, officials said Sunday. The attacks followed warnings in the name of the hacking group Anonymous that it was launching a massive attack. THE ASSOCIATED PRESS

Germany. Putin targets Cyprus banking levy

Russian President Vladimir Putin was expected to hold talks with German officials during a visit to Hannover, Germany, Sunday on differences over Cyprus's financial crisis and concerns about the Kremlin's crackdown on civil-society organizations.

Germany is Russia's No. 3 trade partner, but ties have become increasingly strained recently over the Kremlin's heavy-handed response to opposition groups, differences over the Syrian crisis and other issues. The Cyprus crisis, which has badly bruised Russian investors, has become the latest irritant, and was expected to figure high on the agenda of Putin's talks Sunday with German Chancellor Angela Merkel in Hannover, where the two leaders will attend a trade fair Monday.

Speaking to ARD television before the visit, Putin harshly criticized the tax on bank deposits introduced by Cypriot authorities as a condition for a bailout from international lenders. Savers with more than about $132,000 at the Bank of Cyprus could face losses of up to 60 per cent on their savings as part of the rescue deal.

THE ASSOCIATED PRESS

Unhappy investors

$26.5B

Russian depositors, who hold as much as $26.5 billion in Cypriot banks, are expected to be among those who will suffer most from the terms of the Cyprus bailout deal.

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THE REAL PROBLEM WITH BROTEN

URBAN COMPASS

Paul Sullivan
regina@metronews.ca

A (somewhat belated) congratulations to Cam Broten, Saskatchewan's new NDP leader.

He's been leader for almost exactly a month now, and once he learns to dodge the bullets coming at him from the other side of the legislature, he should do just fine.

It's hard to believe the leader of the legendary socialist horde is only 34 — with that distinguishing dash of grey at the temples, he only looks older — and he's not much of a socialist either, but that's another story.

Still, at a time when many members of his generation are trying to decide to move out of their parents' basements, Broten has already engendered a beautiful family of his own, and gauging from all the photos on his MLA website, has touched every available political base more than once.

Say what you will about his lack of experience, but how many 34-year-olds can say that they've spent their weekends golfing for charity with Connie Kaldor, hanging out at the little mosque on the prairie, bush-whacking with First Nations, or attending the King of Kolbassa festival while making sure to kiss every available nearby baby?

You can see why he won the NDP leadership race.

He's always the best looking guy in the photo, but, more than that, he's obviously a nice guy. There's even a photo of him courting the beagle vote, about to give his constituent a scratch behind the ears. This is a guy with cross-species appeal.

The only problem is that no one knows what he stands for. His recent peregrinations on the Keystone XL pipeline seem to indicate that he is making it up as he goes along. First he said he'd wait for National Energy Board approval, and was left with an omelet on his face once he found out the energy board granted its approval three years ago.

It didn't help that Premier Brad Wall had to clue him in.

Clearly, right now there's at least a confidence gap between the premier, who appears to be afraid of no one and nothing, and the freshly minted NDP leader, whose comfort zone doesn't extend too far beyond beagles and babies.

So in his first month, forced to choose between his province and his national leader, he's had to repudiate the latter, much to the braying satisfaction of his political opponents.

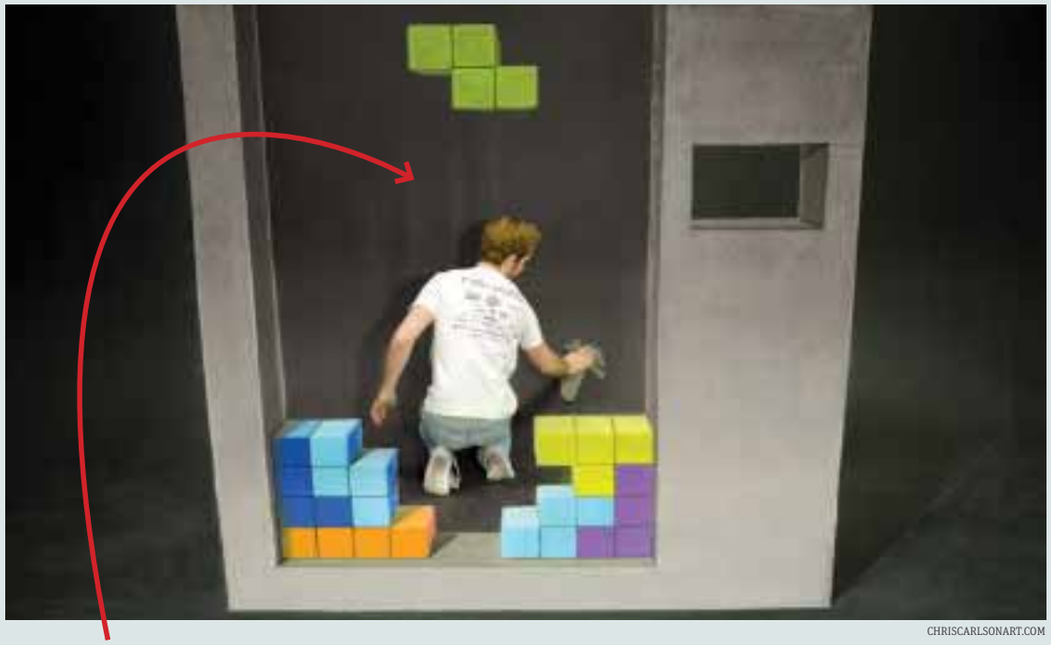
Not a great start. But as the province's most venerable political institution has only nine seats in the legislature, he can't afford to sit there and wring his hands over rookie mistakes.

Unless he toughens up, no one will care what — or if — he thinks. You need to have the courage of your convictions.

Of course, first you need to have convictions.

ZOOM

Chalk this one up to dedication



CHRISCARLSONART.COM

The next level of Tetris: flip-book art

Artist Chris Carlson is known for his anamorphic 3D stop motion videos. Using chalk, he draws different images and animates them by taking different pictures of his work and putting them together like a flip-book.

In his latest video, he pays homage to the iconic puzzle game Tetris.

Although art is his passion, Carlson didn't always set out on this path. He initially went to business school and received a finance degree. However, after seeing 3D chalk drawings on the Internet, he decided to give it a try.

METRO WORLD NEWS

Game boy

"I needed some art for my walls. It was the first time I tried to do a painting so I did a lot of abstract work."

Chris Carlson said of his first project.

Just a block of time

40 hours

It took Carlson 40 hours to complete the 50-second video, which he did in four 10-hour days.

"There were days where I thought I was going to go crazy in the studio drawing Tetris block after Tetris block," he admitted.

Visit chriscarlsonart.com.

Splash pad fundraiser. Age ain't nothin' but a number, Grade 2s demonstrate

News worth sharing

Media will always have to report on the tough stuff. But we know that Canada is full of compassionate people, inspiring projects and stories worth celebrating. Here's just one.

How old do you need to be to make a real splash?

A group of Grade 2 students is proving age doesn't matter as they rally their peers to raise money for the construction of an outdoor play area and splash pad at the Sandra Schmirler Leisure Centre.

While the students are driving the project, it began with three grown-up friends: Shannon Sanchuck, Maureen Taylor and Tina Crawford, who teach Grade 2 at Jack Mackenzie School, W.F. Ready School and W.S Hawrylak School, respectively.

Sanchuck learned about the fundraising project and soon had her friends and their students on board. The students began raising money through recycling collection, a Valentine's Day candy-jar guessing game and a silent auction.

"They love being in charge and taking ownership of this project," says Sanchuck, who says plenty of other fundraising initiatives are in the works, from a raffle to a talent show.

But the real joy for these students is sharing the details of their cause with their older peers. Check out their progress at aecgrade2communityproject.wordpress.com.

CRAIG AND MARC KIELBURGER

Craig and Marc Kielburger are founders of the international charity and educational partner Free The Children. Its youth empowerment event, We Day, was in eight cities across Canada this year, inspiring more than 100,000 attendees. Email them for more information and to get involved. Help the good news get around. Send your stories to goodnews@metowe.com and we'll share them right here.

For the latest

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Harrison Ford and Chadwick Boseman star in 42, which opens this Friday. HANDOUT

Ford's pitch for civil rights

Baseball breakthrough. Star doesn't know much about sports, but he has plenty to say about issues of equality

NED EHRBAR
Metro World News in Hollywood

Before you ask, Harrison Ford doesn't want to talk about Star Wars. Or Indiana Jones or other franchises that he may or may not be taking part in again. "Ain't going there," he offers simply. And he's not much interested in the broader workings of Hollywood as an industry as far as why certain types of films have a better chance of getting made than others. But social justice issues? He has plenty to say about those. That's a big reason why he took on the part of Brooklyn Dodgers general manager Branch Rickey, the man who brought Jackie Robinson on as the first African-American player in major league baseball.

You were a kid when the events in 42 happened.
I was born in 1942. I wasn't a big baseball fan, so I think it went largely unnoticed in our family. My parents were old-style Democrat liberals and they were very interested in social justice, but because we weren't so involved in baseball we didn't really so much notice, and I think they were very involved and vocal when it came to the civil rights movement years later, but by then I had fled the nest. So I vaguely knew that something was happening, but I wasn't a sports fan, didn't follow sports.

Did you ever become a baseball fan?
Nope, nope. You know, I learned what I needed to learn about the business of baseball, what was going on in baseball and who these characters were that were coming into my office as elements in the story. But that's the depth of my knowledge.

Do you see any parallels between Robinson's story and the current battle for marriage equality?
I think there's a metaphor you can reach for, according to your own interests and your own understanding and your own issues. But trying to create the best expression of the ideals — the most equal society, the best-regulated society, the best-behaving society — depends on attending to equality and inequity whenever it rears its ugly head. Certainly the marriage issue conveniently falls into that category.

It's remarkable how quickly opinions on it have been changing over the last few years.
Yeah, things do change quickly at a tipping point, as it builds and it builds and it builds until there's a moment where the balance of opinion, the weight of experience and the understanding comes to a point where the scales tip in the other direction. We're getting there, we're getting there. You know, you would hope that it would have happened with less resistance. You would have hoped that everyone would get the point at the same time, but life's not like that.

You recently worked for a bit on Anchorman 2.
I went to Atlanta to do a cameo in Anchorman 2 — if you call that work. It felt like a goofy dream. It's a whole different ball of wax.

Is that character anything like the TV news man you played in Morning Glory?
Dangerously close, unless what I did to get distance between the two of them worked.

Iron Man 3. Downey Jr. in China to promote film

Actor Robert Downey Jr. has travelled to Beijing to promote Iron Man 3, which was filmed partly in China and features well-known Chinese actors. At a news conference Saturday, Downey — who reprises the role of Tony Stark in the upcoming movie — said he's fascinated with Chinese culture and loves Chinese movies.

THE ASSOCIATED PRESS

Robert Downey Jr. talks Tony Stark in Beijing. THE ASSOCIATED PRESS

Big bucks

Demons, dinos rule box office

Sunday studio estimates put the demonic horror remake Evil Dead at No. 1 with a $26 million debut. In a tight fight for second-place were two holdovers, the animated comedy The Croods and the action flick G.I. Joe: Retaliation, both with an estimated $21.1 million. The 3D debut Jurassic Park came in fourth with $18.2 million. THE ASSOCIATED PRESS

Nora Ephron. Writer the subject of son's HBO doc

Nora Ephron will be the subject of an HBO documentary being made by one of her sons, journalist Jacob Bernstein.

The network said Friday that the project, titled Everything is Copy, will also have Vanity Fair editor Graydon Carter as executive producer.

Ephron died at age 71 last year. She was the writer behind films When Harry Met Sally, You've Got Mail and Sleepless in Seattle. Her last project is the current Broadway play about journalist Mike McAlary, with Tom Hanks in the starring role.

The documentary's title is a reference to Ephron's feeling that all of life's experiences provide fodder for a writer.

The documentary project was first reported in the Hollywood Reporter.

THE ASSOCIATED PRESS

Halle Berry ALL PHOTOS GETTY IMAGES

Halle Berry expecting baby boy

Halle Berry is pregnant, her rep tells Us Weekly. "We can confirm that Halle Berry and Olivier Martinez are expecting a child," the rep says. Sources tell TMZ that the bundle of joy will be a boy, providing a baby half-brother to five-year-old Nahla, Berry's daughter with ex-boyfriend Gabriel Aubry.

Berry and Martinez, who met while filming Dark Tide, have been engaged for a little more than a year.

Amanda Bynes

Hey Amanda, is this photo OK?

Amanda Bynes has a bone to pick with members of the press who are reporting on her wild and unpredictable antics on Twitter: They're not using the right photos. "They write a news article about every tweet I write, and I hate the picture they choose. They repeat what I tweet then add a bad photo," Bynes posted to her Twitter account, asking that the press "only use photos from my Twitter when writing an article about me." And she has a punishment lined up for outlets that don't adhere to her rules. "I'm putting a photo up of everyone writing articles about me from now on," she wrote. "I ask you to choose photos from my Twitter so I'll do the same."

METRO DISH

OUR TAKE ON THE WORLD OF CELEBRITIES

Pop goes the week

Selena is so over Bieber, Lady Gaga is so over her old wheelchair

STARGAZING
Malene Arpe
scene@metronews.ca

Lady Gaga switches her post-operation 24-carat gold wheelchair for a Louis Vuitton wheelchair. In unrelated news I just switched my moderate queasiness to full-blown nausea.

Robert Pattinson and Kristen Stewart reportedly spent the Easter holidays together. They enjoyed ham, chocolate, clumsy hugs and awkward silences.

Selena Gomez says she isn't looking for a boyfriend after breaking up with Justin Bieber. Understandable. After dating a no-shirt-wearing, neighbour-aggravating, drop-crotch-pants-loving, too-many-cars-owning, non-stop-partying, and compulsively-instagramming-monkey fancier it would be difficult to settle for less.

This week Lindsay Lohan allegedly took home a whole bunch of stuff from the Anger Management set and she was photographed hiding under a table on a dirty floor in a Brazilian night club. Even Justin Bieber is concerned.

Madonna's alcoholic brother, who lives under a bridge, says Madonna doesn't "give a bleep if he's dead or alive". Says a rep for Madonna: "That's not true at all. Once upon a time Madonna and two billy goats came upon her brother's bridge and tried to pass and it became this whole thing. Not her fault at all."

Amanda Seyfried is mistaken for Lindsay Lohan at an airport. That explains Amanda's emergency face tattoo and sex change surgery.

Dido says son Stanley wasn't named after Stan, her famous collaboration with Eminem. She does however admit that her tea's gone cold on several occasions.

HBO's Game of Thrones is renewed for a fourth season. The House of Duh is not surprised.

Katy Perry

Katy Perry has familiar shoulder to cry on after split with John Mayer

While Katy Perry recovers from her breakup with John Mayer, she's reportedly turning to a very surprising source for comfort: ex-husband Russell Brand.

Sources tell Radar Online that Perry has been texting Brand for advice following her split.

"Russell may appear like a comic book character, but he's got a wise head on his skinny shoulders," a source says. "Katy reached out to him after she split with John, bemoaning her luck with men, and Russell provided her with some much-needed reassurance. He flattered her with compliments and just listened to her every word. Russell also used his wit to cheer Katy up."

Twitter

@jason_mraz
My phone's about to die. I hope it comes back as a taco.

@mcgregor_ewan
Outside Bath at @ElQuestro Homestead. Had to do a paparazzi sweep of the rocks first!

@ElizabethHurley
Help please! Idiot proof instructions on how to post on Instagram!!

@lenadunham
I do occasionally wish I was more theoretical and more slim in that odd way poets often are

Secret to parenting equality? Saving time

New book. Metro's family columnist weighs in on Facebook chief operating officer's new book

IT'S ALL RELATIVE
Kathy Buckworth,
kathybuckworth.com

Dad's cooking doesn't get questioned by the kids nearly as much as mom's. ISTOCK

Chief operating officer of Facebook, Sheryl Sandberg, is encouraging women to "Lean In" to their careers, with her book of the same name. Essentially, she is tackling the age-old dilemma of how women should compete in a "man's world."

She argues that unless women approach a relentless pursuit of success at the office, we will never be able to achieve equality at home, both in terms of domestic responsibilities and raising the kids. According to Sandberg, one day the sight of watching a man do laundry will be "sexy."

While I'm not sure about that — productive, useful and obvious come to mind far before the word sexy does — I do agree that we need to find ways to be more efficient at home to get some equal footing.

In fact, as I wrote about in my new book I Am So The Boss Of You: An 8 Step Guide To Giving Your Family The Business I concur that applying a more structured approach to the home is one way to get some control into the "wild ride" of parenting. And part of that structure has to include an equalization of domestic duties. But ultimately I don't think that moms will have achieved equality with dads until we can save time like they do.

Only a dad can throw out kids' artwork without attempting to a) hide it under all the recycling first or b) photographing and scrapbooking parts of it first or c) feeling guilty about it for a week. Not so for us moms.

Dads can call a slopped together meal Cowboy Casserole and get the kids to eat it without them once questioning the origin or the pedigree of the ingredients. I usually have to prove to them why my cooking isn't bad.

And how about the amount of time moms spend on making sure that we dress ourselves appropriately? Just consider how easy life would be at home if we didn't mind throwing on socks and sandals while proudly parading around in corporate logoed golf-shirts. Think of the accumulated minutes we could save just by not tucking in a shirt on the weekends.

But that's not all. Until we can liberate ourselves from the brain space required to know the last time the seven-year-old had a shower, the 10-year-old went to the dentist or the 14-year-old cracked open a textbook, most moms will still be more worried about falling over (with exhaustion), than leaning in.

KATHY BUCKWORTH IS AN AWARD WINNING WRITER. VISIT KATHYBUCKWORTH.COM OR FOLLOW KATHY ON TWITTER @KATHYBUCKWORTH.

Exclusively online

Family-friendly brunch: where the restaurant is overrun with screaming children. Follow the comedic (mis)adventures of mommyhood online with Reasons Mommy Drinks at metronews.ca/voices.

New mom memoirs

Everything is Perfect When You're a Liar

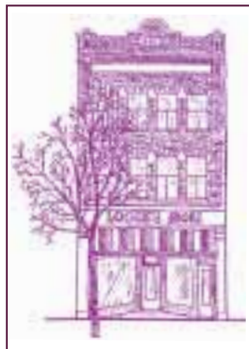
Kelly Oxford is one of Twitter's favourite personalities. Go behind the scenes of her family life in her new collection of essays, out now.

Baby Steps: Having the Child I Always Wanted (Just Not As I Expected)

Actress Elisabeth Röhm details her struggles with infertility while trying to remain in the Hollywood scene.

Moms Who Drink and Swear: True Tales of Loving My Kids While Losing My Mind

Nicole Knepper chronicles the utter lunacy that comes with being a parent, with glass in hand.



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You've boiled and fried it, so why not bake it as well?

KAREN HUMPHREY
YummyMummyClub.ca

As a child, baked rice was one of my favourite side dishes.

Back in the '70s, packets of pre-seasoned rice mixes weren't nearly as popular as they are today, and many foods were made from scratch instead. Forget about the excessive amounts of salt and dried out veggies in the packaged mixes, this version gives you loads of healthy veggies and real food ingredients.

Make this a meal by adding garlic shrimp or chicken. KAREN HUMPHREY OF YUMMY MUMMYCLUB.CA

Ingredients

- 1 tbsp butter
- 1/2 cup onion, chopped finely
- 1/2 stalk celery, chopped finely
- 1 garlic clove, minced
- 1 thai chili, seeded and minced finely (optional)
- 1/2 carrot, peeled and chopped finely
- 3/4 cup long grain white rice
- 1 1/2 cup chicken broth
- 1 lemon, zested
- 1/3 cup frozen peas
- 2 tbsp chopped fresh Italian parsley
- 2 tsp chopped fresh thyme
- handful of chopped almonds
- salt and pepper to taste

1. Pre-heat oven to 350 F.

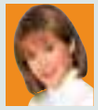
2. In an oven proof Dutch oven over medium heat, melt about 1 tbsp butter. Add the onions, celery, garlic and chili, and sauté until softened, about 5 minutes. Stir in the carrot and continue to sauté another 2 minutes.

3. Add the rice to the pot, stirring and cooking about a minute before pouring in the chicken broth and zest over top. Bring to a boil before covering with lid and putting pot in the oven to bake 40 minutes.

4. Remove pot from oven, then stir in the frozen peas, parsley, thyme and almonds. Put the lid back on the pot and allow it to sit for a few minutes. The heat from the rice will thaw the peas and warm them through, and the cold peas will cool the dish a little. Season with salt and pepper. **YUMMYMUMMYCLUB.CA IS AN ONLINE RESOURCE TO HELP BUSY WOMEN SURVIVE MOTHERHOOD.**

Healthy eating

Choose it and lose it



ROSE REISMAN
for more, visit rosereisman.com or follow her on twitter @rosereisman

Everyone's favourite fast food chain offers a multitude of options. However, take into account the calories, fat and sodium of popular items to make a better choice.

McDonald's Angus Deluxe

780 calories / 47 g fat / 1,660 mg sodium

Angus beef is fattier than regular burger meat. The premium bun is 240 calories and 540 mg of sodium.

Equivalent

A McDonald's Angus Deluxe is equal in calories to a 13 oz (369 g) New York strip loin steak.

McDonald's Big Mac

540 calories / 29 g fat / 1,020 mg sodium

The Big Mac is a better choice with close to a third less calories, fat and sodium.

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metro

Flavour of Spain in rice

Roll this rice up in a soft tortilla with some chopped chicken. KAREN HUMPHREY OF YUMMYMUMMYCLUB.CA

This Spanish Rice is so easy you can adapt it by adding more vegetables, spices, your favourite salsa, and more.

1. Drizzle some oil into a saucepan and set over medium heat to warm up.

2. When the oil is hot, toss in onion, sweet red pepper, and garlic. Stir and let it cook until onions are clear and soft, about 5 minutes or so.

3. Stir in rice, chicken broth, salsa, chili powder, cumin, salt and pepper. Bring to a boil, then reduce the heat to medium low and partially cover. Cook 25-30 minutes until tender and all the liquid is absorbed. Remove from the heat, fluff with a fork, top with cilantro and serve!

KAREN HUMPHREY OF YUMMYMUMMYCLUB.CA, AN ONLINE RESOURCE TO HELP BUSY WOMEN SURVIVE MOTHERHOOD.

Ingredients

- 1 cup chopped onion
- 1/2 cup diced red pepper
- 1 clove garlic, minced
- 1 cup long grain white rice
- 2 1/3 cups low sodium chicken or vegetable broth
- 1 cup of your favourite salsa
- 1/2 tsp each chili powder and ground cumin
- 1/4 tsp salt and black pepper
- chopped fresh cilantro

Benefits just as crucial as bucks

Pennies vs. protection

It's not all about the number that shows up on your paycheque

YLVA VAN BUUREN
CareerBear.com

"It really boils down to what you value in life," says Stefan Danis. "Do you value money in your pocket, or do you value other things?" ISTOCK

OK, how much you make matters — it dictates where you live, where you shop, whether or not you can afford a holiday this year, or a new car. But pay attention to the benefits package the new job is offering, because benefits can be as good as money in the bank.

Salary can be one of about a dozen components of a job offer, and those components, ranging from financial incentives to holiday time, are all considered benefits in today's workplace, according to Stefan Danis, CEO of Mandrake and NEXCareer.

"Benefits are in many ways far more important than salary because of the sheer number that can be on the table," says Danis. "And in effect, they do equal real dollars."

Companies are increasingly looking at their workforce as individuals, as opposed to groups, and providing as much customization of benefits as possible. "One person's needs are different from another's. One might need an optometrist, another might need a dentist," says Danis.

"I recommend that when people negotiate a job offer, they have a written map of what they need and what they want in terms of money and benefits. If the employer can meet or exceed the need, great."

Here is a checklist of different benefits to weigh against the salary being offered.

Rich in resources

> **"Benefits are in many ways far more important than salary because of the sheer number that can be on the table. And in effect, they do equal real dollars."**
>
> Stefan Danis
> CEO of Mandrake and NEXCareer

Bonus
Find out exactly how your bonus is measured and ensure you can deliver. If it's a bonus that will be earned over both a short and long term, one strategy is to negotiate a lower amount in the short term but substantially more later, says Danis.

RRSP contributions and pension
Retirement income plans used to be the hallmark of benefits but they're not so much anymore, says Danis. Be sure to read the fine print if they are.

Performance appraisal
"Many organizations will review your salary 18 months after joining ... try to accelerate the review," says Danis.

Technology
Does the company supply equipment such as cellphones, iPads, tablets and laptops?

Transportation
Depending on the job, travel allowance, parking and car allowance can be important.

Holidays
Holiday time can be a deal breaker, says Danis. "People will fight harder against having to take less holiday time than less money." If a person has three weeks where they are now, they'll want three weeks where they're going.

Medical
Life stage plays into medical benefits. For example, if you have young children and your spouse is self employed, it probably means you need medical and dental benefits and coverage.

Childcare
Having daycare on site or working close to where you reside is important when you have children. Another "benefit" would be the flexibility to leave work early to pick up your kids — given the penalties for being late.

Flex-time/telecommuting
For some people, working from home once a week or doing work when you want to versus nine to five, is important.

Distance learning/education
Some people are interested in conference attendance fees — negotiating this upfront means you won't have to beg to go.

Ergonomics
Some people negotiate ergonomic chairs because the wrong chair causes back problems.

The great web of work

- Career Bear is Canada's premier source for people who want a new career but aren't sure where to start.
- Visitors to the website can browse careers by industry, salary, outlook or alphabetical listing and find job profiles, quick career facts and training programs near them.

Socked! Blue Jays' Dickey decimated by Boston

Jays pitcher R.A. Dickey watches manager John Gibbons approach the mound to pull him from the game in the fifth inning against the Red Sox on Sunday in Toronto. Dickey allowed seven earned runs in 4 2/3 innings. CHRIS YOUNG/THE CANADIAN PRESS

Jays players watch from the Rogers Centre dugout during Sunday's blowout loss. DAVID COOPER/TORSTAR NEWS SERVICE

MLB. Former manager John Farrell gets last laugh, leaving Toronto with series win after blowout finale

On Sunday

13	0
Red Sox	Blue Jays

He's 0-2 with a lofty 8.44 earned-run average and opponents are hitting .326 against him. But R.A. Dickey feels he's very close to the form that made him a 2012 Cy Young Award winner.

Will Middlebrooks homered three times and doubled as the Boston Red Sox hit knuckleballer Dickey hard early en route to a lopsided 13-0 win in Toronto on Sunday afternoon.

"I think you try to draw from some of the past experiences and know that a day like today is the anomaly, not the norm," Dickey said. "I've traditionally gotten off to pretty slow starts in the past. I'm not sure why, that's just the way it has been.

"I'm looking forward to the rest of the month. I know I'm close and so if I can just kind of sit in that, that I'm almost there, I think it will be all right."

Fortunately for Dickey, he doesn't have far to look. In April 2012, Dickey surrendered eight earned runs over 4 1/3 innings in a 14-6 loss to Atlanta, his worst performance as a New York Met and still posted a 20-6 record last season.

"Atlanta last year was maybe a tad worse than this one," Dickey said. "You have to understand with 33 starts you have a handful you just have to throw out and hopefully the majority of them end up the way you want to.

"But you've got to learn from it too, you have to have aptitude in this game."

Middlebrooks' two-run shot helped anchor a five-run first off Dickey as Boston (4-2) earned the rubber game of the series before 41,168 spectators at Rogers Centre, many resorting to a "Go Leafs Go" chant late in the contest. Middlebrooks added to their angst with solo blasts in the fifth and seventh innings for his first career three-homer contest, giving him four this season.

THE CANADIAN PRESS

Canada's Milos Raonic leaps in the air after defeating Italy's Andreas Seppi in Davis Cup action on Sunday in Vancouver. THE CANADIAN PRESS

Milos leads Canada to milestone

James Reimer is gearing up for what could be one of those shining moments Monday when the Leafs entertain the Rangers on home ice.

One of the constantly revolving stories with the team lately has been Joffrey Lupul's injury — and there was good news on that front Sunday — but Reimer has become pivotal to the club's success. Monday's game puts him in a matchup with Rangers' superstar Henrik Lundqvist.

First Lupul: The Leafs said their injured star had a "good day" Sunday in an optional practice, which was his first skate with the team since suffering a head injury in Thursday's loss to the Flyers.

Lupul looked fine in 20 minutes of skating and light drills. Lupul took a hit to the head and shoulder area. There is no timetable for his return.

Reimer was great in Toronto's 2-1 win in New Jersey Saturday, putting in a performance teams in playoff races expect.

Entering Monday's game, Reimer is not on par with Lundqvist's legend, but he has shown the ability to steal come through when necessary.

"Experience is experience, you can't argue with that," Reimer said. "But at the same time the youthful exuberance we bring to our game's every night, you can't disregard that either.... All of us (Leaf players) have played in the playoffs somewhere, in the AHL or in junior, we've all faced that pressure and we've all handled it."

TORSTAR NEWS SERVICE

NHL

Leafs' trip to 'Big House' back on

The NHL's Winter Classic is getting a do-over.

The Toronto Maple Leafs will get a chance to play the Detroit Red Wings in the outdoor game at Michigan Stadium on Jan. 1, 2014, a year after it was originally scheduled.

The Ann Arbor, Mich., stadium — nicknamed "The Big House" — holds just over 107,000 fans, so it's anticipated the game will mark a world record for hockey attendance.

NHL commissioner Gary Bettman also announced the series HBO 24/7 will return, profiling the Leafs and Red Wings.

THE CANADIAN PRESS

Golf

Laird outlasts McIlroy in Texas

Martin Laird tied the course record with a 9-under par 63 to hold off Rory McIlroy to earn his first win in more than two years at the Texas Open. Laird began Sunday four shots behind leader Billy Horschel, but posted a bogey-free round to finish 14 under overall and earn the third win of his career.

Martin Laird tips his cap after Sunday's win in San Antonio. GETTY IMAGES

THE ASSOCIATED PRESS

NCAA

"To be back in this situation definitely means the world to alumni and it means the world to us."

Michigan coach John Beilein whose Wolverines face the Louisville Cardinals in Monday night's championship. Michigan hasn't made the big game since 1993.

Horoscopes

♈ Aries
March 21 - April 20
Let fate be your guide. The approaching new moon means you have nothing to fear and everything to look forward to, so stop worrying and expect good things to happen.

♉ Taurus
April 21 - May 21
You must listen to your inner voice more over the next few days. It wants to tell you something you need to know, something that will make your life more exciting and enjoyable.

♊ Gemini
May 22 - June 21
An idea you had a while back, which you then forgot, will pop back into your head today, and this time you must not let it slip away.

♋ Cancer
June 22 - July 23
It may seem as if a friend or work colleague has deceived you in some way but more likely you are getting angry for no good reason.

♌ Leo
July 24 - Aug. 23
This week's new moon means you can expect life to take a turn for the better. Not that it's too bad at the moment but you have been worrying a lot about certain issues. Forget them, they really don't matter.

♍ Virgo
Aug. 24 - Sept. 23
Your vibrant personality draws people to you. Everyone wants to be your friend. If you are free and single this is an excellent time for new romance. If you are attached, spice up your love life.

♎ Libra
Sept. 24 - Oct. 23
You want to believe that a certain person is trustworthy but something about their attitude makes you wonder if that is wise. Listen to your instincts – they rarely let you down.

♏ Scorpio
Oct. 24 - Nov. 22
A creative idea could make you a fortune, IF you have the courage to follow it through to completion. Don't let everyone know about it though.

♐ Sagittarius
Nov. 23 - Dec. 21
Life is good and will get even better. The approaching new moon suggests it's time to step up a gear and make sure the world knows who you are and what you can do.

♑ Capricorn
Dec. 22 - Jan. 20
Whatever it is you are working on will bring huge success. Friends and rivals will be amazed at how quickly and easily you turn a good idea into a concrete reality.

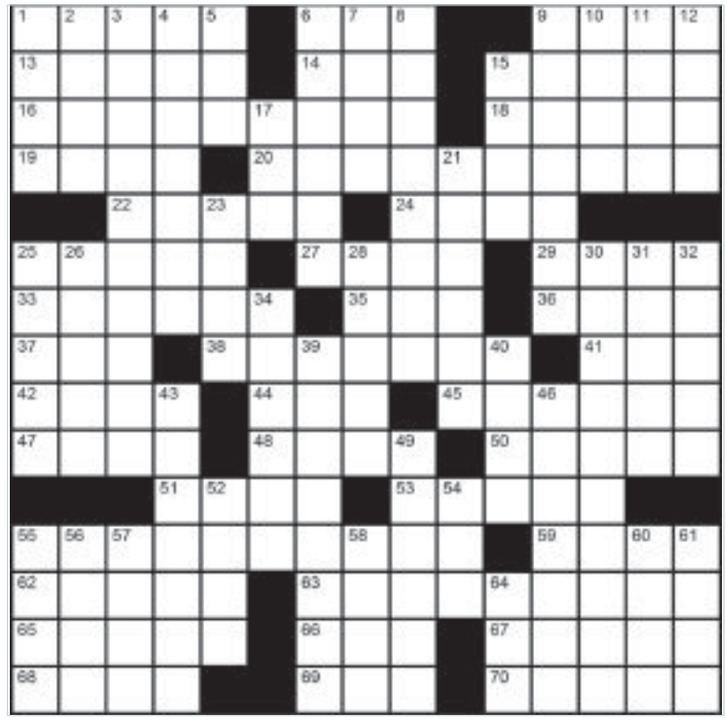
♒ Aquarius
Jan. 21 - Feb. 19
Social activities of all sorts will bring you a great deal of joy over the next few days. Don't sit at home staring at the same four walls, get out there and have fun.

♓ Pisces
Feb. 20 - March 20
A number of things in your life may look the wrong way up at the moment but before this week is over everything will make perfect sense. Just wait, watch and listen between now and Wednesday. SALLY BROMPTON

Crossword: Canada Across and Down

See today's answers at metronews.ca/answers.

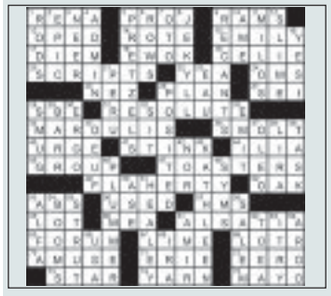
BY KELLY ANN BUCHANAN



Across
1. Country legend Ms. Cline
6. Nero's 1101
9. Not us
13. "Elvis: __ from Hawaii" (Satellite-beamed special of 1973)
14. Geological period
15. What place?
16. They're frequently applied on "Dancing with the Stars": 2 wds.
18. Luau dances
19. Selected
20. St. Francis Xavier University's locale in Nova Scotia
22. Rain clouds
24. Alum
25. Canadian performers' union
27. Ms. Yothers of "Family Ties"
29. Bible mountain
33. Sandbanks
35. X - III = ?
36. Mil. unit
37.Oz musical, with The
38. Opera great Mr. Pavarotti
41. Scheming
42. Succulent plant
44. Bakery offering
45. The __ Family (Family of Canadian hockey players)
47. __ sign
48. Halts
50. Uses a sieve
51. Bereft, in poetry
53. TV clicker, when used to decrease volume
55. Conrad Black, formerly: 2 wds.
59. Prima donna
62. Be a being
63. Canadian voicer of Shrek: 2 wds.
65. Demise
66. 'Verb' suffix (Wordy)
67. Actress Ms. Suvari's
68. Baffin, et al.
69. "The Simpsons" character Mr. Flanders
70. Subtractin' opposite

Down
1. Yore
2. Dog food brand
3. Two headline-grabbing Giant Pandas will call it home for the next five years: 2 wds.
4. Christina Aguilera's replacement on "The Voice"
5. "Whoopee!"
6. Be sincere: 2 wds.
7. Abbr. indicating there's another page
8. Badge
9. __ Bay, Ontario
10. Prefix to 'copter'
11. Epochs
12. Interlock
15. "Slow down!"
17. Key above Caps Lock
21. Millet, and others
23. West Edmonton __
25. Nile River dam
26. South American country
28. Covered-in-foliage buildings
30. Dearest pal: 2 wds.
31. Shoelace tip
32. __. __. (Astr. length units)
34. Brilliant
39. Raisin toast spice
40. Boot
43. Signs up
46. Like psychedelic-style T-shirts
49. Montreal specialty, __ meat
52. Pledge
54. 'Trib' ending
55. __-spa
56. Former flames
57. Radio tuner
58. Ascend
60. True: French
61. 'A' of NBA, for short
64. UFC sport

Friday's Crossword

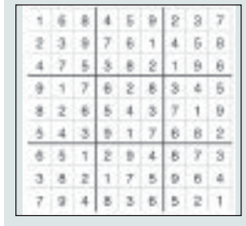


Sudoku

How to play
Fill in the grid, so that every row, every column and every 3x3 box contains the digits 1-9. There is no math involved.

	8	9	1		5	4	3	
3	6						7	8
		7	5		8	9		
	1			3			8	
		8	7		2	3		
8	9						1	5
	5	3	4		6	7	9	

Friday's Sudoku



Today
-8°/-17°
Variable

Tuesday
-5°/-12°
Partly cloudy

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